

**REGULAR MEETING – JUNE 27, 2016 – 7:30 P.M.**

**Pledge of Allegiance.**

**Roll Call: Commissioner Mahon, Commissioner Gorman, Mayor Magrini**

**Borough Clerk reads the following statement:**

**This is a regular meeting of the Board of Commissioners of the Borough of Avon-By-The-Sea and notice of time, date and place has been transmitted to the area newspapers, Avon Board of Education, Avon Public Library and the Avon Post Office in compliance with the rules and regulations of the Open Public Meetings Law.**

**Fire Exits are located in the direction I am indicating. In case of fire, you will be notified by an alarm bell. If so notified, please move in a calm, orderly manner to the nearest smoke free exit. Thank you.**

**Motion by Magrini seconded by Mahon that the minutes of the meeting of June 13, 2016 be approved as written.**

**The Vote:**

**Aye: All**

**No: None**

**Mayor announces that this is the time advertised for second reading and hearing on Ordinance No. 8-2016 entitled:**

**“AN ORDINANCE OF THE BOROUGH OF  
AVON-BY-THE-SEA ESTABLISHING  
SALARIES AND WAGES FOR 2016.”**

**BE IT HEREBY ORDAINED** by the Governing Body of the Borough of Avon-by-the-Sea, in the County of Monmouth, New Jersey, the following:

**GENERAL PROVISIONS**

1. The following salaries and wages are established as per the Borough Code.
2. Any pay shall be prorated on a per diem basis if necessary.
3. Board of Commissioners shall be able to hire a new employee in any Employment Designation at a particular salary level anywhere between the starting and maximum base for the designation in recognition of that person’s previous training and experience.
4. These schedules and provisions shall continue in effect until subsequently amended.
5. With the exception of certain instances especially and separately directed by the Board of Commissioners, the provisions contained in all schedules below shall be paid retroactively to January 1 of the year 2016 as soon as practical after formal adoption of this ordinance on all earnings paid to date.
6. Regular full-time Police salaries are subject to the current contract with the Avon Policemen’s Association of Local PBA No. 50.
7. Regular full-time Public Works and Utility salaries are subject to the current contract with the Teamsters Loan Union No. 701 which is on file in the office of the Clerk.
8. Regular full-time Supervisors are subject to the current contract which is on file in the office of the Clerk.
9. The Borough Clerk/Administrator is subject to the current contract which is on file in the office of the Clerk (collectively the Supervisors and Borough Clerk shall be referred to herein as “Supervisors”).
10. The regular full-time Assistant Borough Clerk, Tax Collector and Administrative Assistant are subject to the current contracts which are on file in the office of the Clerk.

## SECTION 1. SALARIES/WAGES

<u>Department/Position</u>	<u>2016</u>
<u>Governing Body</u>	
Mayor	4,500.00
Commissioner	3,000.00
Commissioner	3,000.00
<u>Police Department</u>	
Police Chief	126,366.00
Captain	116,283.00
Lieutenant	109,248.00
Police Officer hired after 1/01/00	
Police Officer (after 8 years)	102,282.00
Police Officer hired after 1/01/01	
Police Officer (after 11 years)	102,282.00
Police Officer (after 10 years)	89,939.00
Police Officer (after 9 years)	84,529.00
Police Officer (after 8 years)	79,599.00
Police Officer (after 7 years)	74,668.00
Police Officer (after 6 years)	69,736.00
Police Officer (after 5 years)	64,806.00
Police Officer (after 4 years)	59,876.00
Police Officer (after 3 years)	55,649.00
Police Officer (after 2 years)	51,422.00
Police Officer (after 1 year)	47,195.00
Police Officer (Probationary)	43,674.00
Police Officer (Academy)	40,855.00

Temporary/part-time/hourly employees – all rates are reflective of employees being paid on an hour-for-hour basis in quarter hour increments rounded to the nearest quarter hour.

### Class I Special Officers (hourly)

First Year	13.00
Second Year	13.5
Third Year	14.00
Class I Supervisor	14.00–16.00

### Class II Special Officers (hourly)

First Year	15.00
Second Year	15.50
Third Year	16.00
Fourth Year	16.50

### School Crossing Guards (Daily)

30.00

### Fire Department

Fire Chief	675.00
Deputy Chief	560.00
Captain	445.00
First Lieutenant	390.00
Second Lieutenant	340.00
Chief Engineer	295.00
Assistant Engineer	225.00

### Borough Office

Borough Clerk	121,908.00
Tax Collector	51,508.00
Deputy Clerk	56,860.00
Administrative Assistant	35,812.00

### Water/Sewer Department

Superintendent	111,163.00
Part-time/seasonal (hourly)	11.00-15.00

Part-time Assistant Superintendent	2,000.00 – 3,000.00
<u>Library</u>	
Librarian	56,042.00
Librarian aides (part-time, hourly)	9.50-18.00
<u>Public Works/Street Department</u>	
Superintendent	110,352.00
Employees hired prior to 1/1/05	
Step 9 (after 13 years)	75,694.00
Employees hired after 1/1/05	
Step 13 (after 12 years)	53,677.00
Step 12 (after 11 years)	52,330.00
Step 11 (after 10 years)	50,982.00
Step 10 (after 9 years)	49,634.00
Step 9 (after 8 years)	48,286.00
Step 8 (after 7 years)	46,939.00
Step 7 (after 6 years)	45,351.00
Step 6 (after 5 years)	43,817.00
Step 5 (after 4 years)	40,951.00
Step 4 (after 3 years)	38,271.00
Step 3 (after 2 years)	35,768.00
Step 2 (after 1 year)	33,427.00
Step 1 (Probationary-1 <sup>st</sup> year)	31,241.00

Sanitation Department

Sanitation employees' salaries are equivalent to the street department employees listed above with the exception of:

Sanitation/Street helpers year round "at will"	12.00-14.00
Summer Sanitation helpers (hourly)	11.00-12.00
Summer Street helpers (hourly)	7.50-8.50
Recycle Person	10.50

**SECTION 2.** The annual salaries of the following Borough Employees are hereby fixed and determined as follows:

Tax Assessor	8,400.00
Hotel/Rooming House Inspector	575.00
Municipal Judge	18,500.00
Welfare Director	3,650.00
Fire Inspector	2,600.00
Plumbing Inspector	8,000.00
Electrical Inspector	9,000.00
Recreation Director	18,360.00
Chief Financial Officer	30,000.00
Emergency Management Coordinator	2,000.00
Assistant Emergency Management Coordinator	2,000.00
Code Enforcement Official	6,000.00
Construction Code Official	35,660.00
Zoning Official	12,000.00
Construction Code Secretary	3,600.00
Recycling Secretary	2,200.00
Property Maintenance	16,000.00
Building Inspector	12,000.00
Fire Code Official	14,700.00
Marina Coordinator	2,200.00

**SECTION 3.** The annual salaries of the following Employees are hourly or daily as follows:

Planning Board Secretary	7,577.00
Municipal Attorney	130.00
Municipal Prosecutor (per court session)	2,000.00 retainer plus 300.00/session
Assistant Fire Bureau	12.00
Grant Coordinator	25.00 – 30.00

Occasional Employees	6.00 – 25.00
Public Defender	225.00/session
Skilled Laborer	20.00-70.00

**SECTION 4.** The annual salaries of the following Summer Employees are hereby fixed and determined as follows:

Recreation Director	4,000.00
Beachfront Supervisor: (yearly)	
First Year	12,000.00
Second Year	13,000.00
Third Year	14,000.00
Fourth Year	15,000.00
Five or More Years	16,000.00
Chief Lifeguard	11,000.00 – 13,000.00
Beach Lifeguards: (daily)	
Captain	110.00
Step 6	101.00
Step 5	98.00
Step 4	92.00
Step 3	87.00
Step 2	83.00
Step 1	80.00
Beach Public Buildings: Custodians	11.00-12.50
Beach Cleaners	7.00
Beach Cashiers: (daily)	
1-3 years	75.00
4 years and over	80.00
Gate tenders (daily)	56.00
Sales Manager (hourly)	14.50
Pool Clean-Up Person	6.75-7.00
Pool Manager	7,500.00
Assistant Pool Manager (hourly)	15.00
Pool Lifeguards (daily)	
Step 4	76.00
Step 3	72.00
Step 2	67.00
Step 1	64.00
Pool Cashiers (daily)	
1 to 3 years	67.00
4 years and over	72.00

**SECTION 5. (OVERTIME)** The annual salaries heretofore fixed and determined are based on a 40 hour work week for all full time employees. In the event said employees are authorized by the Supervisor of their department to work overtime, said employee shall be entitled to be paid one and one-half times the hourly rate that their annual salaries would equal on a 40 hour basis for each hour of overtime. The Police Department and Public Works Department shall be governed by their contract. Overtime pay shall not apply to the Supervisors who are considered to be on call for Borough business at all times; however, compensatory time will be allowed pursuant to their respective contracts.

**SECTION 6. (PAID HOLIDAYS)** All full time employees will receive fourteen (14) paid holidays off, which must be taken during the calendar year.

**SECTION 7. (PAID VACATION)** All full time employees with the exception of employees covered by a separate contract are entitled to annual vacation leave according to the following schedule:

New employees – for the first year’s work	1 week
After first year and up to the tenth year	2 weeks
After tenth year and up to twenty years	3 weeks
After twenty years	4 weeks

**SECTION 8. (LONGEVITY)** All full time non-contractual employees and the Municipal Court Judge shall receive as additional compensation the following:

<u>Beginning with</u>	<u>Longevity Amount</u>
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Fifth year of service	2% of base salary
Tenth year of Service	4% of base salary
Fifteenth year of service	6% of base salary
Twentieth year of service	8% of base salary

All contractual employees shall receive additional compensation pursuant to their respective contracts. Longevity will be paid during the first pay period of December of that year and will not be a part of the monthly earnings. Does not apply to employees hired after 1/1/2016.

**SECTION 9. (PERSONAL DAYS)** All full time employees shall be entitled to personal days pursuant to their respective contracts.

**SECTION 10. (HEALTH INSURANCE)** The Borough shall provide full time Borough employees with health insurance coverage as provided by the applicable contract. Other than police officers, Borough employees shall contribute 1.5% of their base salary towards the cost of health insurance. Police officers shall contribute 1.75% of their base salary or any other deductions as required by Chapter 78, P.L. 2011 towards the cost of health insurance.

The Borough shall continue to pay premiums for any Borough employee who has retired after not less than twenty-five (25) years of full time service until said employee reaches the age at which time he/she is entitled to and eligible to enroll in the Medicare program as their primary insurer. The Borough shall pay for the secondary/supplemental insurer.

**SECTION 11. (SICK TIME)** Full-time employees shall be entitled to sick days pursuant to their respective contracts.

**SECTION 12. (TERMINAL LEAVE)** All full time employees shall be entitled to terminal leave pay pursuant to their respective contracts.

**SECTION 13.** All other terms and conditions of the contracts of the Police Department, Public Works Department, Borough Supervisors, Borough Clerk, Deputy Clerk, Tax Collector and Administrative Assistant between the parties are hereby ratified and reconfirmed.

**SECTION 14.** This ordinance shall take effect upon final passage and publication according to law, and shall be retroactive to January 1, 2016.

**Would anyone like to be heard on the above ordinance? No one.**

**Motion by Mahon seconded by Magrini that the above Ordinance No. 8-2016 be approved on second reading and its passage published in a newspaper as required by law.**

**The Vote:**

**Aye: All**

**No: None**

**RESOLUTION offered by Mahon seconded by Magrini that the Board of Commissioners hereby authorizes the cancellation of 2015 sewer charges in the amount of \$3,301.05 from 305 Fifth Avenue, Block 28 Lot 18, as the house is vacant.**

**The Vote:**

**Aye: All**

**No: None**

**RESOLUTION offered by Mahon seconded by Magrini that the Board of Commissioners award the contract to Realty Appraisal Co. to appraise the new construction for the 2016 added assessments.**

**The Vote:**

**Aye: All**

**No: None**

**RESOLUTION offered by Gorman seconded by Mahon that the Board of Commissioners award the contract for the demolition of the Baptist Church to**

**Lynx Waste & Recycling Solutions, Inc., Spring Lake, NJ for the amount of \$38,875.00.**

**The Vote:**

**Aye: All**

**No: None**

**RESOLUTION offered by Mahon seconded by Magrini that the Board of Commissioners are hereby authorized to sign a contract between the Borough of Avon-By-The-Sea and the Borough Clerk. Said contract effective January 1, 2015 through December 31, 2017.**

**The Vote:**

**Aye: All**

**No: None**

**Motion by Magrini seconded by Gorman that the bills in the amount of \$847,749.55 be approved for payment.**

**The Vote:**

**Aye: All**

**No: None**

**Mayor talked about e-mails and getting a uniform system.**

**Mayor mentioned that the increase in police officers this summer seems to be working. Comm. Gorman went over the # of tickets and the reason they were given on this past weekend.**

**Mayor asks if anyone would like to be heard?**

**Discussion took place on allowing beach access to veterans.**

**Motion by Magrini seconded by Mahon that being there is no further business, the meeting is adjourned.**

**The Vote:**

**Aye: All**

**No: None**

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**John B. Magrini, Mayor**

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**Robert Mahon, Commissioner**

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**Francis E. Gorman, Commissioner**

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**Timothy M. Gallagher, RMC  
Borough Clerk**